



County Women's Network

NEWS

Networking Enhances Women's Success

FIVE Ways Women Make Better Leaders

It is often said that women are better with the soft skills of management, like listening and communicating, while men excel at the hard skills such as analysis and decision-making.

In the late 80's and 90's, management books coached women to break through glass ceilings by acting more like men. But it was never proven that acting like men made women more adept leaders.

Conventional wisdom says that women lead better in these areas:

1. **Team Building.** Women are good at encouraging participation and facilitating groups. A 1999 study found that one of the many ways women rated higher than men was in facilitating teamwork, a skill stereotypically feminine.
2. **Empowering.** Women are more likely than men to utilize facilitative leadership, a style that enables and encourages others. Facilitative leaders empower and motivate people rather than lead by reward and punishment.
3. **Communication.** Women working in education were found to use a more open communication style that came from their focus on relationships. In the business world, open communication encourages feedback and sharing of information and power.
4. **Consensus-Building.** Women are talented collaborators and support contributive, consensual decision-making. Team leaders appreciate knowing their contributions are valued. Consensus building can have pitfalls for women. If it is too relied upon, it can make a leader appear indecisive and too dependent upon

the opinions of others. A true leader knows when to stop conferring and propose a decision.

5. **Almost Everything Else.** In a study of more than 1000 managers in 211 organizations, women outranked men in soft skills such as communication and teamwork, but also in areas not traditionally considered female ~ planning, goal-setting and facilitating change.

Evidence has mounted that if you are a woman, then statistically speaking, your natural, authentic leadership style is working fine. Yet women try to be more like men. If you are a woman and want to be a better manager, don't try to lead more like a man. Lead like a strong woman, with confidence and backbone!



MENTORING PROGRAM NEWS

The requirement that you must be a CWN member for one year to apply and be considered for the program has been eliminated.

If you are interested in becoming a protégé for the CWN 2006/2007 Mentoring Program — now is the time to apply!!

Applications can be found on the CWN intra and internet. Return applications to Ms. Jane Adams or Ms. Jessie Burr at the address listed on the application. Deadline is September 15.

As the Mentoring Program requires that you attend extended lunch meetings, make sure to obtain your supervisor's signature and approval as well.

Profile ~ Chris Garcia, Director of Membership (1st Position)

Hello Everyone, I'm looking forward to my second year as your Director of Membership.

I will be working closely with Kimberly Brown who was newly elected as Director of Membership, 2nd Position.

I started my employment for San Bernardino County several years ago as temporary help. I am currently employed with the Workforce Development Department (formerly Jobs & Employment Services

Department) as an Executive Secretary.

I am also a member of the County's Executive Assistant's Forum and have also been active in that organization.

On a personal level, I thoroughly enjoy gardening, sewing, crocheting, decorative painting and visiting with family and friends.

I look forward to meeting all the members and guests at

our monthly meetings and I strongly encourage your suggestions and comments.

Your membership and active participation is vital to the success and growth of CWN.

SEPTEMBER SPEAKER:

*Captain Katie Roberts (Retired)
Ontario Police Department*

Do's for the Monthly Luncheons

- **DO** make your meeting reservation on time.
- **DO** invite a friend. It's fun to share.
- **DO** put your cell phones and pagers on "silent" mode.
- **DO** network and take a seat promptly when our President opens the meeting. Our agenda schedule is usually full of interesting news and programs.
- **DO** buy 50/50 raffle tickets to support CWN. Everyone loves free cash!
- **DO** let us know if you'll be purchasing pizza. *Exact change is appreciated.*
- **DO** relax and enjoy the program!
- **DO** enjoy the free cookies and beverages.

SEPTEMBER 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 HOLIDAY Labor Day	5	6	7	8 <i>Deadline for Women's Conference drawing</i>	9
10	11	12 Encourage a coworker to join CWN	13	14 Invite a friend to the next meeting	15	16
17	18 Trivia Question Deadline	19	20 CWN Monthly Meeting 11:30 to 1:00	21	22 <i>Have you renewed your membership?</i>	23 Job Fair Govt Center San Bdn 9am
24	25 Deadline to submit newsletter articles	26	27 <i>Inland Empire Women's Conference</i>	28	29	30 <i>CWN dues are now delinquent</i>

CWN Member Poll

Recently I conducted an e-mail poll of randomly selected CWN members asking them who their favorite female professional is from a TV sitcom, News, Day-time program or Movie and why.

Here are the responses:

- ★ *Geena Davis*, Commander in Chief. She has the power!
- ★ *Lucille Ball*, I Love Lucy. It was good clean fun.
- ★ *Bonnie Franklin*, One Day at a Time. Even with all the struggles in life, she had a good attitude toward her job and acted professional. She was a good example to her two daughters.
- ★ *Candace Bergen*, Murphy Brown. She had spunk, wasn't afraid to take on a challenge, always dressed well and had great hair!
- ★ *"Claire Huxtable"*, The Cosby Show. She was a strong woman, a professional, a good wife and mother—and a fictional character!
- ★ *Reese Witherspoon*. She seems so down-to-earth and seemingly unaffected by Hollywood.
- ★ *Julia Roberts*. She is so believable in any part she plays. She cries, I cry; she laughs, I laugh.



Mr. Al Cross (PERC)

provided us with an informative and fun presentation at the August CWN Meeting, entitled *"Communicating Effectively"*.

He was such a wonderful speaker ~ look for him to return to another monthly meeting soon!

Profile ~ Kimberly Brown, Director of Membership (2nd Position)

My name is Kimberly Brown and I am your Director of Membership, 2nd position. I have been employed by the county for eight years and have been a CWN member for six years.

The Director's of Membership have two roles, the first being to maintain all membership activity and the second is to maintain the enrollment for all monthly meetings. The Director of Membership, 2nd

position is a 2-year term. In this term I will be responsible for membership enrollment. My goal this year is to meet new members and to broaden my network base.

I am glad to be serving the CWN membership by serving on the Board of Director's. I believe in this organization, and have seen personally how the different programs that it offers can benefit its members. I went through the

mentoring program and credit it for helping me to develop skills that have allowed me to promote within the county.

In my spare time, I enjoy road trips, camping, scrap booking and stamping ~ there just aren't enough hours in the day to fit it all in!



Mark Your Calendars

- ◆ **October**—Women's Health Month. *Margaret Easley, Public Health*
- ◆ **November**—Annual CWN Holiday Boutique. More information soon
- ◆ **December**—Annual Members Only Holiday Luncheon

Welcome Aboard New Members!

A warm welcome to the following new CWN members:

- | | | |
|--|-----------------------------------|---------------------------------|
| ☺ Suzanne Barrios, Superior Court | ☺ Frances McLeod, ROV | ☺ Linda Haugan, HSS |
| ☺ Any Casas, Human Resources (HR) | ☺ Alice Meadows, ROV | ☺ Shannon Popoff, Public Health |
| ☺ Jacqueline Korsak, Behavioral Health (DBH) | ☺ Tracy Sulprizio, County Counsel | ☺ Trina West, Probation |
| ☺ Melissa Martinez, HR | ☺ Sylvia Trujillo, ROV | ☺ Susan Dominguez, Fleet Mgmt |
| ☺ Annette Miller, HR | ☺ Jennifer Miller, Library | ☺ Michelle Palmer, Public Works |
| ☺ Michele Watson, ISD | ☺ Shannon Carlos, Superior Court | ☺ Summer Adams, HR |
| ☺ Caprice Zierau, Fleet Mgmt | ☺ Judy Varela, HS-PDD | ☺ Kathleen Frink, HR |
| ☺ Michelle Flom, Registrar of Voters (ROV) | ☺ Laura Ornelas, DBH | |
| ☺ Rosa Garcia, ROV | ☺ Eileen Holguin, Probation | |
| | ☺ Marcene Bell, PERC | |
| | ☺ Audrey Gonsalvez, TAD | |
| | ☺ Shannon O'Brien, DBH | |
| | ☺ Elizabeth Lepe, HS | |



ANNOUNCEMENT

Please join me in welcoming Ms. Melody Morgan as the newest member of the CWN Board of Directors.

Melody fills the position of Director of Special Projects, effective immediately.

Melonee Vartanian
CWN President



Due to a recent resignation, there is currently a position on the CWN Board which is available.

Director of Programs, 2nd Position

If you are interested in this position, contact Melonee Vartanian via e-mail by September 8.

Details of the duties and responsibilities can be found on the CWN website.

If you have been looking for a way to become more involved in CWN, now is your chance!!

If a Board position is not for you right now, but you know someone who would be perfect for the job, you may nominate them with their permission.



Your CWN Membership dues become delinquent after September 30. The two-year option also ends on this date.

To insure that you continue to receive the newsletter and other announcements, renew today! Members not renewing by Sept 30 will be removed from the CWN e-mail distribution group.

CWN Resource Library



We're bringing back the portable Resource Library to our monthly meetings!

Our resource library contains books and tapes on a variety of topics. As a CWN member, you may check out a book or tape at no cost. We only ask that you

return it by the pre-determined due date and in tip-top condition.

Also of value: If you have books or tapes which you'd like to donate to the CWN Resource Library ~ we will gladly accept them.

For more information, contact Melody Morgan by phone 760-948-8731, via the CWN web, in person at our monthly meetings or by e-mail at mmorgan@hss.sbcounty.gov.

The CWN Logo Defined

by Kimberly Hays



Since no one correctly answered last month's trivia question of *"Who designed the CWN logo?"*, I thought the members would be interested in knowing how the logo design came about. Yes, it was me. I did it; 10 years ago in 1996. My, how time flies! Life was apparently a lot less hectic for me back then (actually, I'm sure it was because I hadn't yet entered the world of parenthood)!

While working as a Fiscal Clerk II at Facilities Management, my boss was a great mentor for all of us in the office and was very supportive of my desire to enter the contest for designing CWN's first logo pin. Incidentally, it was also helpful that the Director of Facilities Management at that time was Marie Alonzo, just one of the original board members who helped CWN organize. It was Marie who urged us women in the office to become members. Thanks, Marie!

I still have my presentation package from back then (I keep it in my "Kudos" file, just like YOU do with all of your accomplishments...right?! [hint]). I'm one of those people who always has a purpose behind what I do. So here is what's behind the CWN logo....

Why a circle? The most profound example of the Network's commitment to its members' success is through the Mentoring Program; which fosters Mentor/Protégé relationships that, hopefully, will continue long after the participants have completed the program. Members can rely on the guidance of our mentoring and our networking circles to help us as we pursue our personal and professional journeys. In recognition of these relationships, it was only fitting that the shape of the pin be a circle.

The inscription: "Going Full Circle"... acknowledges the Mentoring Program's desire that today's protégé will aspire to be tomorrow's mentor and thereby keep the program going strong. The inscription: "...to Promote Professional & Personal Growth" was taken from the mission statement of CWN (remember when Mission Statements and Action Plans were so popular?!).

The Arrowhead, which is the main theme of the San Bernardino County logo, represents CWN's appreciation to the County Board of Supervisors and the County Administrator's Office for supporting our endeavors and granting us access to county resources to promote our cause.

The exploding grid lines extending from the arrowhead to the border symbolizes two very important concepts; 1). The "information highway" that enables us to stay connected to each other, no matter where we may roam (and, my, how some of us roam!) and 2). The lines also simulate the myriad of information sought after and used by members through networking while pursuing self-development and professional growth.

Of course, **1995** dates the pin so that we can celebrate CWN's anniversaries; which was just done last year with a special dinner to honor 10 years of success.

The colors. Fellow members, we all know how important colors are! They are just as important when it comes to the CWN logo....hunter green (well, my version of hunter was slightly different than the end result, but it still looks attractive) was chosen to represent professionalism and that the members took the purpose of the organization seriously. Just as it is blood that keeps our bodies alive, our common bond as San Bernardino County employees and our desire to grow within the County structure will keep CWN and its objectives alive; so it seemed fitting that the arrowhead be red. The white and gold was just to pull the whole thing together and create a logo that members would be proud to wear...and I was proud to create.

It is personally rewarding for me to see the logo on CWN items that are used by many throughout the county. It reminds me of a time when I took the initiative, took the risk to do something different and was successful; something I urge all of you to do ... take risks, do something different, to challenge ourselves and grow; now that's **SUCCESS!**



Annual CWN Golf Tournament



By popular demand, our annual golf tournament is currently being planned for early 2007.

Dates and locations are still being researched. As more details become available, we will pass them along to you.

As in the past, volunteers will be needed to serve on the committee to help plan the event. Volunteers are also needed on the day of the event to help with sign in and registration.

As this is one of our larger fundraisers, if you or someone you know plays golf—we'd love to have them come out and support CWN ! *Watch here for details.*

Promoting Me

Congratulations to the following CWN members on their recent accomplishments:

- ★ Denise McGovern, on her promotion to Court Administrative Analyst.
- ★ Carol Marshall on receiving her Paralegal Certificate and on her lateral transfer to the Public Defender's office as an Office Assistant III



Little Things that Mean A lot

- ◆ Handwritten thank you notes
- ◆ Clothes you never have to iron
- ◆ Letting the person with just two items go ahead of you in the check out line
- ◆ Passing along a book you love
- ◆ "Please" and "Thank You"
- ◆ Sharing your umbrella
- ◆ No wait at the doctor's office
- ◆ Sincere compliments
- ◆ Finding unexpected cash in your jeans or coat pocket
- ◆ Hugging your kids every day
- ◆ Inviting a new co-worker to lunch



CWN will sponsor six members to attend the upcoming Inland Empire Women's Conference, set for September 27 at Etiwanda Gardens in Etiwanda. If you'd like to be sponsored, put your name into the drawing by sending an e-mail to cwn.newsletter@yahoo.com, by September 8. Make sure to obtain your supervisor's approval to attend, if your name is drawn. Drawing will be held at the September 20th meeting

CONTACT US

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Going Full Circle to Promote
Professional and Personal Growth

~ Get to know your Organization ~

Each month there will be a trivia question about CWN in the monthly newsletter. If you know the answer to the question, send an e-mail to cwn.newsletter@yahoo.com by September 18, 2006 with "TRIVIA" in the subject line.

September Trivia Question

How many members does CWN currently have?

The CWN member with the closest guess wins!! Winner announced at the September 20th meeting. Must be present to win.

A coupon for a free Starbucks beverage is the prize!

Guests are welcome to attend our monthly meetings for a fee of just \$5. If they join CWN, that \$5 goes toward their membership dues!

Cash and checks accepted.

**August Trivia Answer:
Kimberly Hays**

The Ship will be Sailing ... will you be on it?



Our 3-day Mexican Riviera Cruise Fundraiser is back!

Tickets just \$10 each or 3 for \$25

See Alvina Hollensbe at the SB meeting to purchase your tickets!

Ticket sales begin on 09-20-06.

Winner announced at our Annual Holiday Luncheon.

Winner need not be present to win.

Raffle open to CWN members, their friends and co-workers.

Proceeds from this fundraiser benefit the CWN Scholarship Fund.

SURVEY SAYS!

WATCH FOR THE ANNUAL CWN SURVEY—COMING TO YOU VIA E-MAIL

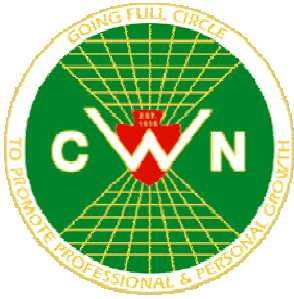
SOME OF THE QUESTIONS HAVE BEEN CHANGED TO BETTER SERVE OUR MEMBERSHIP.

KEEP IN MIND THAT THIS IS YOUR OPPORTUNITY TO LET THE BOARD KNOW YOUR THOUGHTS, GIVE US YOUR SUGGESTIONS AND TO VOICE YOUR CONCERNS.

YOUR OPINION COUNTS!

RESULTS OF THE SURVEY WILL BE REPORTED BACK TO THE MEMBERSHIP





County Women's Network Fundraiser



Have you recently purchased a new cell phone? What did you do with your old one?
Now is the perfect time to clean out that junk drawer AND support CWN by donating old cell phones.
Your friends and family members are also encouraged to support CWN by donating their cell phones, too.

WHEN: Monthly. This will be an ongoing fundraiser.

WHERE & HOW: Bring old cell phones to the next CWN meeting and drop them into the special collection box located at check-in. If you have plans to purchase a new cell phone in a couple months - don't worry! You will still be able to turn in your old phone to CWN.

WHAT WE GET: Cell phones will be converted into cash with all proceeds going to the CWN Scholarship Program

WHY: Recycling used cell phones helps to preserve our environment. Did you know that 75% of all used cell phones still have value? Old cell phones should not be disposed of in landfills as they contain many toxic materials that are harmful to our environment.

Thank you for your support!

